

<b>Notice of References Cited</b>	Application/Control No. 10/042,416		Applicant(s)/Patent Under Reexamination CALDERARO ET AL.	
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#### U.S. PATENT DOCUMENTS

*		Document Number Country Code-Number-Kind Code	Date MM-YYYY	Name	Classification
*	A	US-2003/0004790	01-2003	Calderaro et al.	705/11
*	B	US-2003/0004789	01-2003	Calderaro et al.	705/11
*	C	US-6,618,734	09-2003	Williams et al.	707/102
*	D	US-5,926,794	07-1999	Fethe, Harold E.	705/11
*	E	US-6,853,975	02-2005	Dirksen et al.	705/11
*	F	US-5,909,669	06-1999	Havens, Chamell T.	705/11
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	K	US-			
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	M	US-			

#### FOREIGN PATENT DOCUMENTS

*		Document Number Country Code-Number-Kind Code	Date MM-YYYY	Country	Name	Classification
	N					
	O					
	P					
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	R					
	S					
	T					

#### NON-PATENT DOCUMENTS

*		Include as applicable: Author, Title Date, Publisher, Edition or Volume, Pertinent Pages)
	U	"Reduction in grade and removal based on unacceptable performance", 5 CFR Part 432, February 23, 1987.
	V	"National Institute of Standards and Technology", Alternative Personnel Management System, Federal Register, October 21, 1997, v62, n203.
	W	"Department of the Navy, Human Resources Implementation Guide" by Betty Welch, Department of The Navy Performance Management Programs, October 1, 1997.
	X	US Office of Personnel Management, Restructuring Information Handbook, Module 3, Reduction in Force, June 1998 version.

\*A copy of this reference is not being furnished with this Office action. (See MPEP § 707.05(a).)  
Dates in MM-YYYY format are publication dates. Classifications may be US or foreign.

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	U	"Are you really managing your corporate resources?" by Robert Skinner, Management Accounting, v80, n2, August 1998.
	V	"IT confidential" by John Soat, InformationWeek, July 9, 2001.
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